

Dept. of Public Health Facts – FY '12

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General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 409	# PT EEs: 9	# Temporary EEs: 51	Average Length of Service: 12.03
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Span of Control: 14.07	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	114	<25	0	45-54	6	# of Females:	302	# of Males:	107
25-34	53	55-64	127	25-34	0	55-64	18	% of WF:	73.84%	% of WF:	26.16%
35-44	95	65+	16	35-44	5	65+	0	Average Age:	49.01	Average Age:	47.11
Employee Average Age: 48.51				Supervisor Average Age: 53.22				Average Length of Service: 12.78		Average Length of Service: 9.92	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	28	# of Non-minorities:	378	# African-American:	14	# of "did not respond":	3
% of Workforce:	6.85%	% of Workforce:	92.42%	# Asian/Pacific Island:	8	% of Workforce:	0.73%
Average Age:	47.02	Average Age:	48.58	# Am. Indian/Alaskan:	1	Average Age:	53.60
Average Length of Service:	9.03	Average Length of Service:	12.27	# Hispanic or Latino:	5	Average Length of Service:	9.97

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	30	# of Persons With No Disabilities:	363	# of "did not respond":	16
% of Workforce:	7.33%	% of Workforce:	88.75%	% of Workforce:	3.91%
Average Age:	55.56	Average Age:	47.64	Average Age:	55.06
Average Length of Service:	17.27	Average Length of Service:	11.37	Average Length of Service:	17.29

Officials/Administrators EEO Category 1: 87	Professionals EEO Category 2: 247	Technicians EEO Category 3: 14	Protective Service: Sworn EEO Category 4: 1
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 60	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 8.92%	Hire Rate: 6.27%	Number Hires: 22	Transfer In: 4
Retirements: 10	All Terminations: 4	Voluntary Quits: 21	Transfer Out: 2

# of Classes Used: 64	Most Populous Classes: Community Health Consultant (74), Exec Off 2 (39), Clerk-Specialist (23), Program Planner 2 (23)		
Separations - By Class:	Community Health Consultant (10), Executive Officer 2 (5), Nurse Clinician (3)		
# Eligible for Retirement:	0 Prot Serv 110 General - in next 5 years	% Eligible (Prot Serv): 0% % Eligible (General): 26.96	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$214,545.53	Sick Leave Payouts: \$22,000.00	Annual Payroll: \$28,545,435.18	Avg. Base Salary: \$66,617.62	Overtime Days Worked: 412.6
Overtime Cost: \$137,073.44	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$2,070,142.50	Vacation Days Earned: 8,043.5	Vacation Used Expense: \$1,954,975.48	Vacation Days Taken: 7,553.5	
Sick Leave Days Earned: 6,961.0	Reg. Sick Leave Used Expense: \$879,600.54	Reg. Sick Leave Days Used: 3,703.9	Converted Sick Leave To Vacation Days Used: 540.5	
Sick Leave -Earned Value: \$1,713,898.08		Avg. Sick Leave Days Per EE: 9.06	Converted Sick Leave To Vacation Used Expense: \$155,265.36	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 1	Reclassifications Up (Filled): 14 Up (Vacant): 4 Down (Filled): 3 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$68,671.20	Grievances Contract Grievances: 5 Disciplinary: 0 Language: 5 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$30,767.87	Funeral Days Used: 120.6	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$5,957.96	Jury Leave Days Used: 22.8	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012